DCIPS

DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

2014 Performance Evaluation and Pay Pool Results

March 2015

DCIPS
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

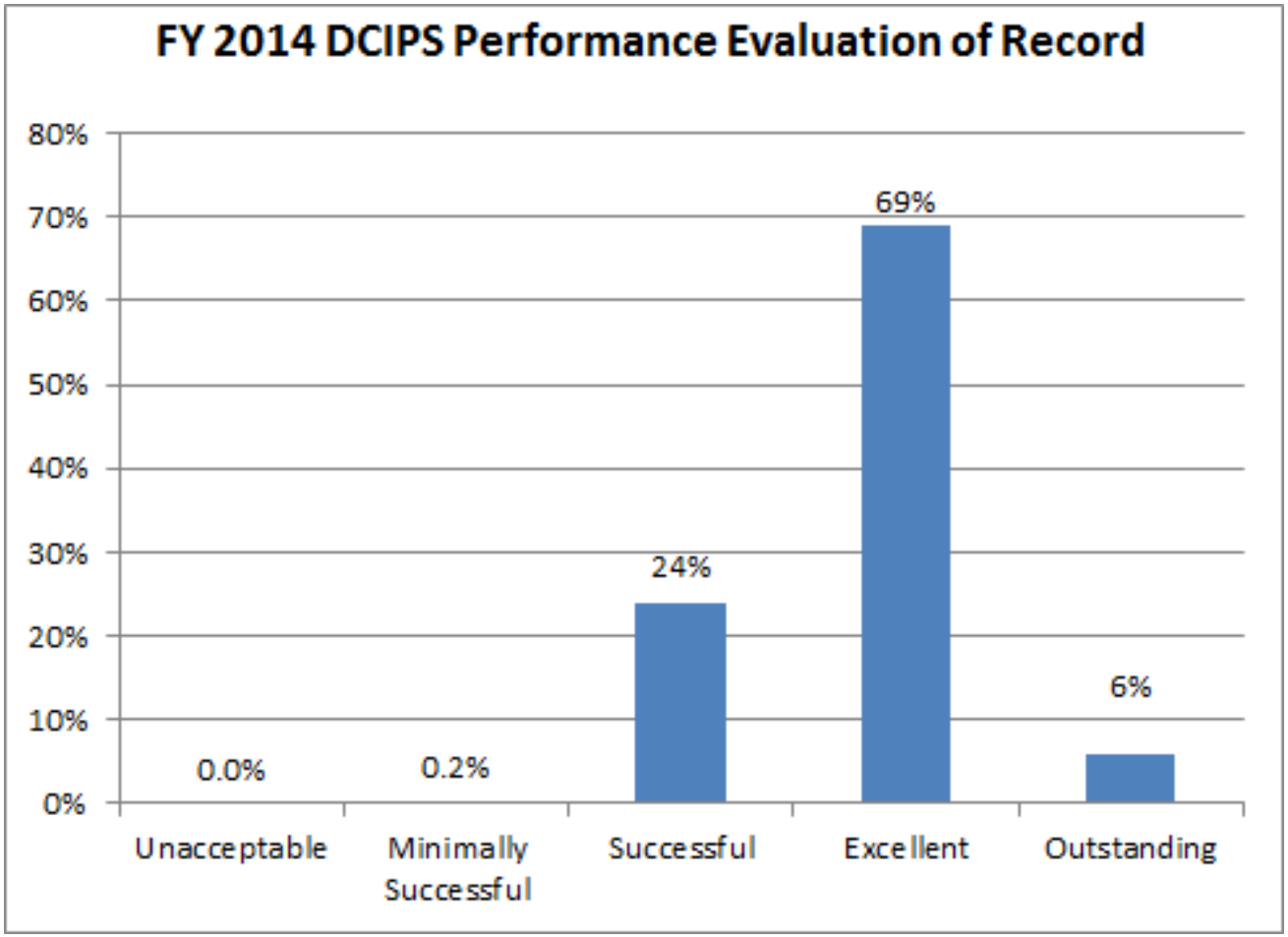
Overall Summary FY14 Performance Ratings and Payouts

Modal Performance Evaluation of Record*	Excellent (4)
Mean Performance-based Salary Increase (NGA only)	2.37%
Mean Bonus Amount	$2,194
Percent of Workforce Receiving a Bonus	42%
Percent of Workforce Receiving a DQI or SOI	1.4%

* Refers to the Performance Evaluation of Record received by the highest percentage of employees.

DCIPS
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

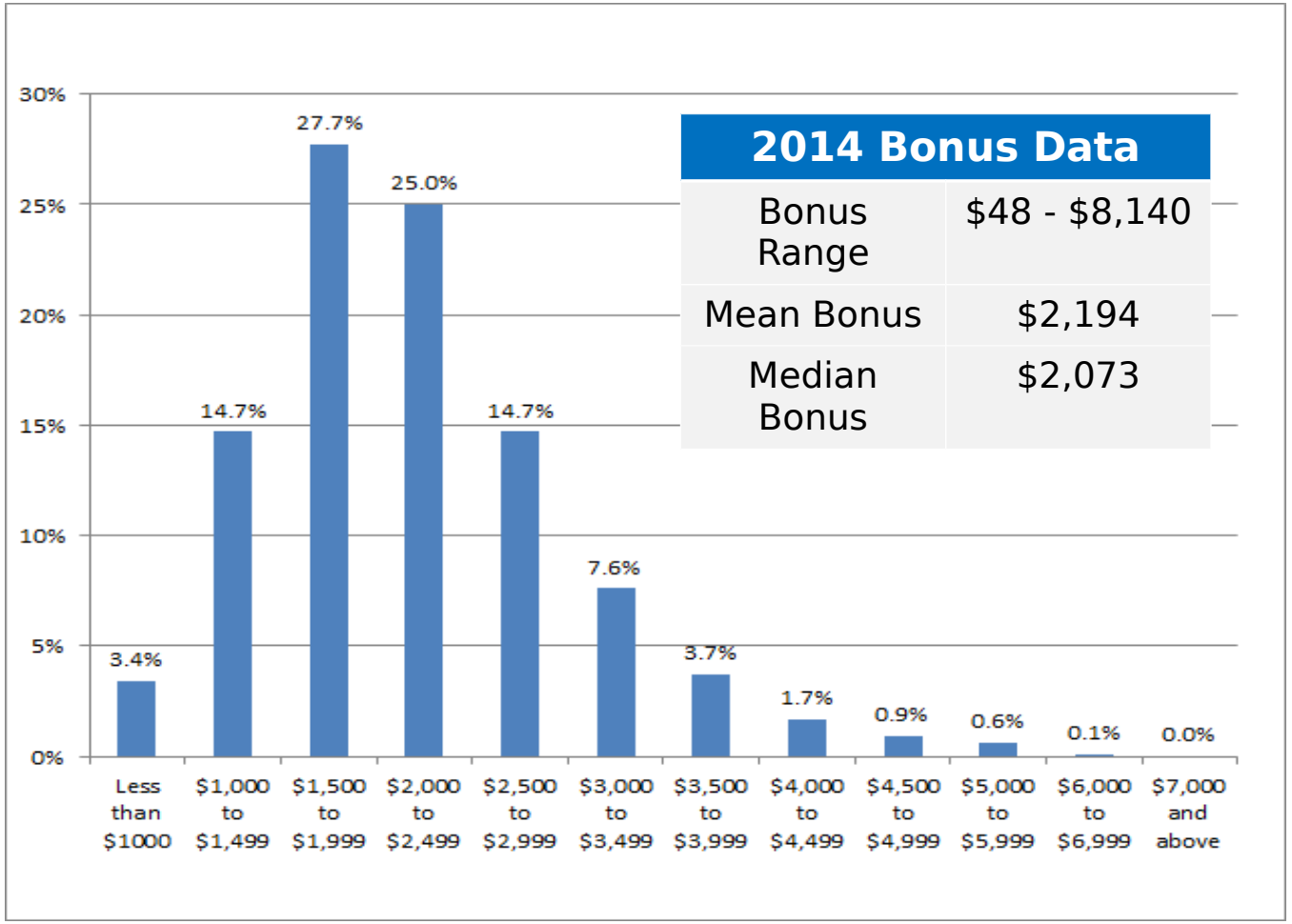
FY14 Performance Management Results – Total Workforce



DCIPS
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

FY14 Bonus Results - Total Workforce

FY 2014 DCIPS Bonus Distribution



2014 Bonus Data	
Bonus Range	$48 - $8,140
Mean Bonus	$2,194
Median Bonus	$2,073

DCIPS
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

FY14 Mean Bonus Amount by Performance Evaluation of Record